



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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IN REPLY REFER TO

OPNAVINST 1500.55
OP-951F31
30 January 1987

OPNAV INSTRUCTION 1500.55 CHANGE TRANSMITTAL 1

From: Chief of Naval Operations

Subj: INTEGRATED UNDERSEA SURVEILLANCE SYSTEM (IUSS) TRAINING
PROGRAM POLICIES AND RESPONSIBILITIES

Ref: (a) OPNAVINST 1500.51A (NOTAL)
(b) OPNAVINST 5311.7 (NOTAL)
(c) MILSTD 1379C (NOTAL)
(d) OPNAVINST 1500.8M (NOTAL)
(e) OPNAVINST 1540.50A
(f) OPNAVINST C3502.1A (NOTAL)

1. Purpose. To provide policy and guidance for developing and administering the Integrated Undersea Surveillance System (IUSS) Training Program.

2. Scope. This instruction applies to both the Sound Surveillance System (SOSUS) and the Surveillance Towed Array Sensor System (SURTASS).

3. Definition of Terms

a. Principal Development Activity (PDA) is the agency with technical and management responsibility for the development of SOSUS and SURTASS Navy Training Plans (NTPs). Commander, Space and Naval Warfare Systems Command (COMSPAWARSYSCOM) (PMW-180) is assigned PDA responsibilities for the IUSS.

b. Training Agent (TA) is the headquarters or command exercising command of and providing support to a major increment of the Navy's formalized training effort. IUSS TAs are Chief of Naval Education and Training (CNET) and Commander in Chief U. S. Atlantic Fleet (CINCLANTFLT) for training conducted at Fleet Antisubmarine Warfare Training Center, Atlantic (FLEASWTRACEN-LANT) and Readiness Training Facility (REDTRAFAC), respectively.

c. Training Support Agent (TSA) is a command or headquarters responsible for supporting the TA by providing equipment, materials, and other support as necessary. COMSPAWARSYSCOM (PMW-180) is assigned TSA responsibility for the IUSS.

d. IUSS Training Continuum is the systematic integration of required training, skill development, and job qualification into an economical and effective path of instruction. The continuum considers when each training element should be applied within a given specialty over an entire career, and

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is designed to optimize the use of training resources while increasing individual and unit performance. The continuum encompasses recruit training, entry level/apprentice basic skill training, advanced/specialized individual training, on-board training, and individual billet qualification training required to achieve optimum proficiency in IUSS assignments.

e. Surveillance Training and Operational Procedures Standardization (SURTOPS) Program provides standardized procedures for the operation and training on undersea surveillance subsystems. SURTOPS manuals are applicable to Operations Watch Officer (OWO) and Ocean Systems Technician Analyst (OTA) training.

f. Training Device (TD) is hardware/software which has been designed or modified exclusively for training. Each demonstrates a concept or simulates an operational environment.

g. Formal Training is training accomplished by structured training action.

h. Embedded Training (ET) is a computer-based process for training and evaluating system users individually or collectively, using the resources of the object system and/or associated system support centers to prepare, present, and evaluate the course of instruction. ET may operate independently or may share functions with computer programs in the operational system. ET uses operational subsystems in a controlled manner to simulate a real-world environment. It thus provides training at a reduced capital outlay.

i. On-Board Training (OBT) is the means used by a command to provide assigned personnel the professional, technical, and military training for duties assigned, and training for advancement and improvement. On-board training may be formal or informal, and includes on-the-job training.

j. On-the-Job Training (OJT) is a program to train an individual without interrupting the performance of daily assigned duties. OJT may take the form (or any combination) of formal classroom training, reading assignments, job performance with or without supervision, and self-paced instructional materials.

k. Mobile Training Team (MTT) is any group of personnel providing instruction who are available for travel in order to provide instruction at various locations.

l. Factory Training is training or instruction provided by a vendor or manufacturer on maintenance and/or operation of a specific piece of equipment or system. Factory training can be conducted at the factory, a Navy school, or an operational command.

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m. Front-End Analyses (FEA) is analyzing job performance at the beginning of the instructional design process in order to avoid developing training where no training is needed.

4. Discussion. Reference (a) provides policy and assigns responsibility for Navy training strategy. It emphasizes establishing a cohesive and continual evaluation of Navy training requirements for existing and new systems. This instruction supports that training strategy.

5. Policy. The following policies are issued for the IUSS Training Program:

a. The approved NTP is the principal document for stating manpower personnel, training, military construction and material requirements to support the introduction of training for new developments.

b. Managers of the IUSS Training Program shall strive to minimize operating costs, permanent change of station (PCS) costs, temporary additional duty (TAD) costs, training "pipeline" time, training billet and special manning requirements.

c. The Manpower/Hardware Integration (HARDMAN) program procedures, reference (b), shall be used to determine manpower, personnel, and training (MPT) requirements for new subsystems/systems and will be included in Integrated Logistic Support Plans (ILSPs) and Navy Training Plans (NTPs).

d. New knowledge and skill requirements will be fully documented and shall consider paygrade structures, qualifications, classification procedures, training programs, and manpower organizations.

e. On-board IUSS analyst and maintenance training and qualification programs shall be standardized.

f. SURTOPS manuals, in conjunction with appropriate technical manuals, will provide the basis for OWO and OTA on-board training.

g. Formal school training shall be limited to that which can be taught more economically and effectively than on-board training. This determination should be made using the services of education specialists and IUSS subject matter experts.

h. Advanced/specialized officer and enlisted training, if required, shall be reserved for career personnel.

i. The acquisition (including follow-on maintenance) of all IUSS Training Program materials through contracts shall be in accordance with the provisions of reference (c).

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j. Factory training, regardless of where it is conducted, shall generally be limited to training for designated Navy instructors to establish an in-house Navy training capability.

k. Advances in training technology that are cost effective and that demonstrate potential for improving IUSS readiness will be applied to the maximum extent possible.

6. Responsibilities

a. CNO (Director, Antisubmarine Warfare Division (OP-951)).

(1) In the capacity of program and resource sponsor, fulfill the responsibilities set forth in reference (a).

(2) Validate IUSS manpower requirements

(3) Sponsor and fund IUSS subsystems

(4) Administer the SURTOPS program

(5) Establish policies and validate requirements for IUSS training and the development of IUSS Navy training plans

(6) Program IUSS training resources (including training manpower)

(7) Approve the establishment, disestablishment, or revision of IUSS courses and OBT programs where resources are involved

b. Commander, Space and Naval Warfare Systems Command (COMSPAWARSYSCOM), Undersea Surveillance Program Director (PMW 180).

(1) In the capacity of PDA and TSA, fulfill the responsibilities set forth in reference (d). Provide support for new developments and formulate IUSS Navy training plans. Forward IUSS NTPs to CNO (OP-951) for resource and program sponsor validation and approval.

(a) Perform an FEA for new IUSS systems, subsystems, and non-hardware programs under the cognizance of PMW 180. An FEA shall be completed prior to an acquisition decision and shall consist, at a minimum, of the following actions:

1. Tradeoff analysis of design versus manpower, personnel and training (MPT).

2. Developing training concepts for each hardware design alternative, based upon personnel and skill level constraints.

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3. Estimating manpower and personnel requirements.

(b) Developing training programs and materials per MILSTD 1379 (series), Military Standard, Contract Training Programs.

(2) Provide regular and recurring reviews of existing IUSS training programs and curricula, as they apply to technical adequacy and availability of state-of-the-art training technology. Recommend to Chief of Naval Operations (CNO) (OP-951) changes required to achieve and maintain maximum training effectiveness.

(3) Recommend to CNO (OP-951) changes in enlisted rating structure, qualifications for advancement in rating, enlisted classification codes (NECs), and officer billet codes (NOBCs).

(4) Provide technical assistance to Oceanographic System Commanders and IUSS training activities.

c. Fleet Commanders in Chief and Oceanographic System Commanders.

(1) Evaluate in accordance with reference (e) the effectiveness of IUSS formal school graduates. If implementation of recommendations for improvement require additional resources or changes to course length, they must be approved by CNO (OP-951).

(2) Submit requests for SURTOPS development/modification in accordance with reference (f).

d. Readiness Training Facility.

(1) Develop and maintain IUSS OJT materials.


R. F. PITTENGER
By direction

Distribution:
(See page 6)

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